

RFQ Number: WIWDCLERK25-0001

**Request for Quotation**  
**GSA Schedule Pricing**  
**Lowest Price, Technically Acceptable**

**RFQ Number: WIWDCLERK25-00001**

**Request Due Date: 4:00pm on March 21, 2025**

**Submit Quotes To: Morgan Wilson at Morgan\_Wilson@wiwd.uscourts.gov**

The U.S. District Court for the Western District of Wisconsin is requesting quotes for the items described below.

This is a request for GSA Schedule Pricing.

Using the quote sheet provided, email your quote no later than the date and time specified above. Quotes must be valid for 60 days. Late quotes will not be considered unless the judiciary determines, at its own discretion, that considering the late quote is in the judiciary's best interest and will not unduly delay the procurement.

The Western District of Wisconsin intends to make a firm fixed price award based on the **lowest priced, technically acceptable** quote. All items should be quoted as a **fixed price** and **F.O.B. Destination within consignee's premises**. Payment terms will be considered **Net 30** unless more favorable terms are offered.

Furniture cannot be received until after the judge's chambers has been remodeled. The target date for this project is May 30, 2025, but is subject to change. Furniture shall be stored at vendor's expense until installation.

One or more items called for by this solicitation have been identified by a brand-name-or-equal product description. Offers offering equal products will be considered for award if these products are clearly identified and are determined by the judiciary to contain all of the essential characteristics of the brand-name products referenced in the solicitation. Equal product description information should be entered in the space provided on the quote sheet.

Quotes and questions concerning this RFQ shall be e-mailed to Morgan\_Wilson@wiwd.uscourts.gov by 4:00 PM on **Friday, March 21, 2025**. Questions concerning this RFQ must be submitted in writing. Questions by telephone will not be accepted.

## STATEMENT OF WORK

### 1. INTRODUCTION

The U.S. District Court for the Western District of Wisconsin, is seeking GSA Schedule price quotes for the provision and installation of furniture in the Chambers Office (Room 540) within the *Robert W. Kastenmeier U.S. Courthouse* located in Madison, Wisconsin.

### 2. SCOPE OF WORK

The scope of work includes the following project components:

- 2.1. Provide and install new furniture in the Chambers Office Room 540.
- 2.2. All furniture will be received and stored by the contractor until installation.

For additional information, see *Appendix A – Furniture, Fixtures & Equipment* for basis of design or equal and *Appendix C* for floor plan.

### 3. TECHNICAL AND PRICE REQUIREMENTS OF QUOTES

- 3.1. One or more items called for by this solicitation have been identified by a brand-name-or-equal product description. Proposals offering equal products will be considered for award if these products are clearly identified and are determined by the judiciary to contain all the essential characteristics of the brand-name products referenced in the solicitation.
- 3.2. The offeror shall be a professional provider of these services, fully insured, capable of completing the scope of work in a timely manner.
- 3.3. The offeror shall have a proven track record of performance quality for similar projects and services.
- 3.4. If applicable, the court and its contractors are required to comply with the Department of Labor requirements to pay their service employees at least the wages and fringe benefits prevailing in the locality and in no event must service employees be paid less than the minimum wages specified in the Fair Labor Standards Act, 29 U.S.C. 206(a)(1).” Provisions and conditions of solicitations of standard competitive contracting are included in the *Appendix D*.
- 3.5. Price quotes from offerors shall include all materials, labor, and any other costs necessary to complete the project. Submitted quotes shall include the following:
  - 3.5.1. Table or spreadsheet following the format of the sample furniture schedule in *Appendix A*, with installation and shipping on separate line items from materials.
  - 3.5.2. Completed Project Bid Sheet found in *Appendix B*.
  - 3.5.3. Completed Taxpayer Identification and Other Offeror Information found in Section 1.1 of the Applicable Judiciary Terms and Conditions.
  - 3.5.4. Completed Contractor Representative Information found in Section 2.1 of the Applicable Judiciary Terms and Conditions.
- 3.6. Quotes shall include a project schedule with estimated time requirements. The project shall be scheduled and coordinated with the material delivery, court schedules, and other ancillary projects within the courthouse.
- 3.7. It is at the court’s discretion to award a purchase contract for all, some or none of the items requested. Offerors will be notified of any changes prior to establishing the contract. The firm-

fixed price award will be made to the lowest priced, technically acceptable offeror meeting the solicitation requirements.

#### **4. DELIVERABLES**

##### **SCHEDULE FOR PERFORMANCE AND DELIVERY/MILESTONE SCHEDULES**

The products and services requested in this RFQ are part of a renovation project. Schedule is to be determined. Contractor will be responsible for coordination and scheduling of the work with the District Court and other contractors as required.

All work will be completed during normal business hours, 8:00 am – 4:30 pm, within occupied space.

#### **5. CONTRACTOR FURNISHED ITEMS**

The contractor will provide all supplies and equipment necessary to perform work identified in this statement of work.

#### **6. ENVIRONMENT**

##### **6.1. LOADING DOCK/ELEVATOR**

The loading dock is unavailable for deliveries. Items should be lift-gated, off-loaded to street level and brought into the building through the surface parking area. A freight elevator is available.

##### **6.2. PARKING**

Public metered and ramp parking is available for the installation and delivery crews.

##### **6.3. SECURITY**

The Court reserves the right to complete background checks on all individuals scheduled to be working on the site. Contractors with a current PIV card will be accepted as suitable to work within the courthouse. Contractors who do not have the proper security clearances shall be always escorted while on site.

## **APPLICABLE JUDICIARY TERMS AND CONDITIONS**

The following judiciary terms and conditions are incorporated into this request and will be included in the resulting order.

### **1. SOLICITATION PROVISIONS**

#### **1.1 Provision 3-5, Taxpayer Identification and Other Offeror Information (APR 2011)**

(a) Definitions. "Taxpayer Identification (TIN)," as used in this provision, means the number required by the Internal Revenue Service (IRS) to be used by the offeror in reporting income tax and other returns. The TIN may be either a social security number or an employer identification number.

(b) All offerors shall submit the information required in paragraphs (d) and (e) of this provision to comply with debt collection requirements of 31 U.S.C. §§ 7701(c) and 3325(d), reporting requirements of 26 U.S.C. §§ 6041, 6041A, and implementing regulations issued by the IRS. If the resulting contract is subject to the payment reporting requirements, the failure or refusal by the offeror to furnish the information may result in a 31 percent reduction of payments otherwise due under the contract.

(c) The TIN may be used by the government to collect and report on any delinquent amounts arising out of the offeror's relationship with the government (31 U.S.C. § 7701(c)(3)). If the resulting contract is subject to payment recording requirements, the TIN provided hereunder may be matched with IRS records to verify the accuracy of the offeror's TIN.

(d) Taxpayer Identification Number (TIN): \_\_\_\_\_

☐ TIN has been applied for.

☐ TIN is not required, because:

☐ Offeror is a nonresident alien, foreign corporation or foreign partnership that does not have income effectively connected with the conduct of a trade or business in the United States and does not have an office or place of business or a fiscal paying agent in the United States;

☐ Offeror is an agency or instrumentality of a foreign government;

☐ Offeror is an agency or instrumentality of the federal government.

(e) Type of Organization:

☐ sole proprietorship;

☐ partnership;

☐ corporate entity (not tax-exempt);

☐ corporate entity (tax-exempt);

- ☐ government entity (federal, state or local);
- ☐ foreign government;
- ☐ international organization per 26 CFR 1.6049-4;
- ☐ other

(f) Contractor representations. The offeror represents as part of its offer that it is [\_\_\_\_], is not [\_\_\_\_] 51% owned and the management and daily operations are controlled by one or more members of the selected socio-economic group(s) below:

- ☐ Women Owned Business
- ☐ Minority Owned Business (if selected then one sub-type is required)
  - ☐ Black American Owned
  - ☐ Hispanic American Owned
  - ☐ Native American Owned (American Indians, Eskimos, Aleuts, or Native Hawaiians)
  - ☐ Asian-Pacific American Owned (persons with origins from Burma, Thailand, Malaysia, Indonesia, Singapore, Brunei, Japan, China, Taiwan, Laos, Cambodia (Kampuchea), Vietnam, Korea, The Philippines, U.S. Trust Territory of the Pacific Islands (Republic of Palau), Republic of the Marshall Islands, Federated States of Micronesia, the Commonwealth of the Northern Mariana Islands, Guam, Samoa, Macao, Hong Kong, Fiji, Tonga, Kiribati, Tuvalu, or Nauru)
  - ☐ Subcontinent Asian (Asian-Indian) American Owned (persons with origins from India, Pakistan, Bangladesh, Sri Lanka, Bhutan, the Maldives Islands, or Nepal)
  - ☐ Individual/concern, other than one of the preceding.

(end)

### 1.2. Provision B-1, Solicitation Provisions Incorporated by Reference (SEP 2010)

This solicitation incorporates one or more solicitation provisions by reference, with the same force and effect as if they were given in full text. Upon request, the contracting officer will make their full text available. The offeror is cautioned that the listed provisions may include blocks that must be completed by the offeror and submitted with its quotation or offer. In lieu of submitting the full text of those provisions, the offeror may identify the provision by paragraph identifier and provide the appropriate information with its quotation or offer. Also, the full text of a solicitation provision may be accessed electronically at this address:

<http://www.uscourts.gov/procurement.aspx>.

(end)

### 1.3. Solicitation Provisions Incorporated by Reference:

	Provision 2-70	Site Visit (Jan 2003)
X	Provision 2-100	Brand Name or Equal (Apr 2013)
	Provision 3-135	Single or Multiple Awards (Jan 2003)
	Provision 2-85C	Evaluation of Options Exercised at Time of Contract Award (Jan 2003)

(end)

#### 1.4. Additional Solicitation Provisions

<b>X</b>	Provision 4-1	Type of Contract (Jan 2003)
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The judiciary plans to award a firm fixed price type of contract under this solicitation, and all offers shall be submitted on this basis. Alternate offers based on other contract types will not be considered.

(end)

## 2. CONTRACT CLAUSES

Applicable to both the solicitation and contract

### 2.1. Clause 7-10, Contractor Representative (JAN 2003)

(a) The contractor's representative to be contacted for all contract administration matters is as follows (contractor complete the information):

**Name:**

**Address:**

**Telephone:**

**E-mail:**

**Fax:**

(b) The contractor's representative shall act as the central point of contact with the judiciary, shall be responsible for all contract administration issues relative to this contract, and shall have full authority to act for and legally bind the contractor on all such issues.

(end)

### 2.2. Clause B-5, Clauses Incorporated by Reference (SEP 2010)

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the contracting officer will make their full text available. Also, the full text of a clause may be accessed electronically at this address:

<http://www.uscourts.gov/procurement.aspx>.

(end)

### 2.3. Clause 3-3, Provisions, Clauses, Terms and Conditions – Small Purchases

#### 2.3.1. The following provisions are incorporated by reference into the request for quotation (RFQ)

<b>X</b>	Provision 3-70	Determination of Responsibility (Jan 2003)
<b>X</b>	Provision 3-210	Protests (Jun 2014)
<b>X</b>	Provision 7-60	Judiciary-Furnished Property or Services

#### 2.3.2. The contractor shall comply with the following clauses incorporated by reference:

RFQ Number: WIWDCLERK25-0001

X	Clause 1-15	Disclosure of Contractor Information to the Public (Aug 2004)
X	Clause 2-10	Responsibility for Products (Jan 2010)
X	Clause 2-25A	Delivery Terms and Contractor's Responsibilities (Jan 2003)
X	Clause 2-35	F.O.B. Destination within Judiciary's Premises (Jan 2003)
X	Clause 2-60	Stop Work Order (Jan 2010)
X	Clause 3-205	Protest After Award (Jan 2003)
X	Clause 6-20	Insurance-Work On or Within a Judiciary Facility (Apr 2011)
X	Clause 7-20	Security Requirements (Jan 2013)
X	Clause 7-30	Public Use of the Name of the Federal Judiciary (Jun 2014)
X	Clause 7-35	Disclosure or Use of Information (Apr 2013)
X	Clause 7-65	Protection of Judiciary Buildings, Equipment, & Vegetation (Apr 2013)
X	Clause 7-85	Examination of Records (Jan 2003)
X	Clause 7-95	Contractor Inspection Requirements (Jan 2003)
X	Clause 7-125	Invoices (Apr 2011)
X	Clause 7-130	Interest (Prompt Payment) (Jan 2003)
X	Clause 7-135	Payments (Jan 2003) (Payments means acceptance by inclusion of this clause.)
X	Clause 7-140	Discounts for Prompt Payment (Jan 2003)
X	Clause 7-150	Extras (Jan 2003)
X	Clause 7-185	Changes (2013)
X	Clause 7-200	Judiciary Delay of Work (Jan 2003)
X	Clause 7-210	Payment for emergency Closures (Apr 2013)
X	Clause 7-235	Disputes (Jan 2003)

The following clauses marked with an 'X' are incorporated by reference:

X	2-20A	Incorporation of Warranty (JAN 2003)
X	2-20B	Contractor Warranty (Products) (JAN 2010)
X	2-35	F.O.B. Destination, Within Judiciary's Premises (JAN 2003)
	2-40B	Delivery of Excess Quantities (JAN 2003)
	2-55	Privacy or Security of Safeguards (JAN 2003)

	2-90A	Option for Increased Quantity (APR 2013)
	2-90B	Option for Increased Quantity – Separately Priced Line Item (APR 2013)
	2-90D	Option to Extend the Term of the Contract (APR 2013)
	2-95	Material Requirements (JAN 2003)
	2-110	Option to Purchase Equipment (JAN 2003)
	2-125	Security for Advance Payment (APR 2013)
	2-130	Energy Efficiency in Energy-Consuming Products (APR 2013)
	2-135	Acquisition of EPEAT®-Registered Personal Computer Products (MAR 2019)
	2-140	Judiciary IT Security Standards (APR 2013)
	3-1	Contractor Use of Mandatory Sources of Products or Services (JUN 2012)
X	3-3	Provisions, Clauses, Terms and Conditions - Small Purchases (JUN 2014)
	4-150	Cancellation Under Multi-Year Contracts (JUN 2014)
	5-30	Authorization and Consent (JAN 2003)
	6-10	Deposit of Assets Requirements (APR 2013)
	6-15	Deposit of Assets Instead of Surety Bonds (JAN 2003)
	6-65	Rights in Data – Special Works (JAN 2010)
	6-75	Rights to Data in an Offer (APR 2013)
	6-80	Rights in Data – Existing Works (JAN 2010)
	6-85	Commercial Computer Software License (APR 2013)
	6-90	Notice and Assistance Regarding Patent and Copyright Infringement (APR 2010)
	6-110	Deferred Ordering of Technical Data or Computer Software (JUN 2014)
X	7-1	Contract Administration (JAN 2003)
X	7-5	Contracting Officer's Representative (APR 2013)
X	7-15	Observance of Regulations/Standards of Conduct (JAN 2003)
X	7-25	Indemnification (AUG 2004)
	7-70	Judiciary Property Furnished "As Is" (APR 2013)
X	7-95	Contractor Inspection Requirements (JAN 2003)
	7-115	Availability of Funds (JAN 2003)
	7-160	Limitation on Withholding of Payments (APR 2013)
	7-170	Notice of Intent to Disallow Costs (JAN 2003)
	7-180	Prohibition of Assignment of Claims (JUN 2012)
X	7-215	Notification of Ownership Changes (JAN 2003)






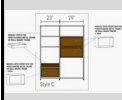
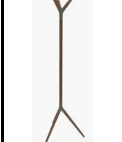




(end)


### 3. Incorporation of Department of Labor Wage Rate Determination

*See Appendix D*



Appendix A: USDC - Judge's Chamber  
FURNITURE, FIXTURES & EQUIPMENT

Image	Symbol	Item Type	Vendor	Manufacturer	Item Name	Finish	Dimensions	Quantity	Cost	Extended	Notes
	T-01	Height Adjustable Desk	Open Line	OFS	Ally 72"x30" Height Adjustable Desk with Special 3" diam Center Grommet and Power cable/manager kit	Root Pedestal, Cameo White Solid Surface Top, Onyx Base, Black Grommet, Black Cable/manager Kit	72"x30"	1		\$ -	
	T-02	Conference Table	Open Line	Coriander	72"x42" Racetrack Table with Reed Half Drum Legs and Knife Edge Veneer Top	Natural Walnut Veneer Top, Standard Tambour base stained to match Walnut Veneer Top	72"x42"	1		\$ -	
	T-03	Coffee Table with Solid Surface Top	Open Line	Coriander	Reed Occasional Table 30" diam with Solid Surface Top	Antique White Solid Surface top with standard tambour base stained to match Conference Table Top (Natural Walnut Veneer)	30" diam x 18"h	1		\$ -	
	T-04	Coffee Table with Solid Surface Top	Open Line	Coriander	Reed Occasional Table 24" diam with Solid Surface Top	Antique White Solid Surface top with standard tambour base stained to match Conference Table Top (Natural Walnut Veneer)	24" diam x 16.25"h	1		\$ -	
	S-01	Storage Credenza	Open Line	OFS	Ally 62" Storage with 2 box drawers, 1 file drawer, and Fixed shelf/tray drawers	Root Finish, Black leather pulls, soft bronze bracket finish	62" wide	1		\$ -	
	S-02	Highback Organizer	Open Line	National	Lochlyn Wall Mount 69N5465CFRM Style C with (1) 23"w Module Tray, (1) 23"w Open front box 1 high, and (2) 29"w Open front box 2 high	<b>Almond AD lamiante</b> , Iron frame	54"w x 14"d x 65"h	1		\$ -	
	S-03	Coat Rack	Open Line	OFS	Roo Coat Rack	Root Finish, Soft Bronze metal finish		1		\$ -	
	C-02	Executive Wood Side Chair	Open Line	OFS	Bistro Chair 2 tone upholstery with Wood Legs	Root Finish, Momentum Wish in Tonic seat and back upholstery		4		\$ -	
	C-03	Pouf	Open Line	HBF	Bao High Loop Handle	Walnut Nutmeg Handle with Pollak Mr Softie in Toffee Seat		2		\$ -	Pattern Order Code: S615502ZP
	A-01	Task Light	Open Line	Humanscale	Nova Task Light 3000K Dimmable with desktop base	Black		1		\$ -	
	A-02	Computer Monitor Arm	Open Line	Humanscale	Humanscale M/Flex Grommet Mount Double Monitor Arm	Black		1		\$ -	Option 3 mounting

	AV-01	Frame TV			50" Samsung Frame TV with Standard Black Frame	Black	50"	1		\$ -	
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Grand Total:	\$ -
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RFQ Number: WIWDCLERK25-0001

**APPENDIX B PROJECT BID SHEET**  
**RFQ Number: WIWDCLERK25-0001**

***Furniture***  
**Chambers Office, Room 540**  
**Robert W. Kastenmeier**  
**Courthouse Madison, Wisconsin**

Provide and install new furniture in Chambers Office Room 540 within the *Robert W. Kastenmeier U.S. Courthouse* located in Madison, Wisconsin.

TOTAL PROJECT COSTS: \$\_\_\_\_\_

**Bidders shall attach a detailed breakdown, outlining the provisions included in their proposal along with their specifications for the proposed system.**

**Name of quote preparer:** \_\_\_\_\_

**Signed:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Printed Name:** \_\_\_\_\_

**Title:** \_\_\_\_\_

**Company Name:** \_\_\_\_\_

**Address:** \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

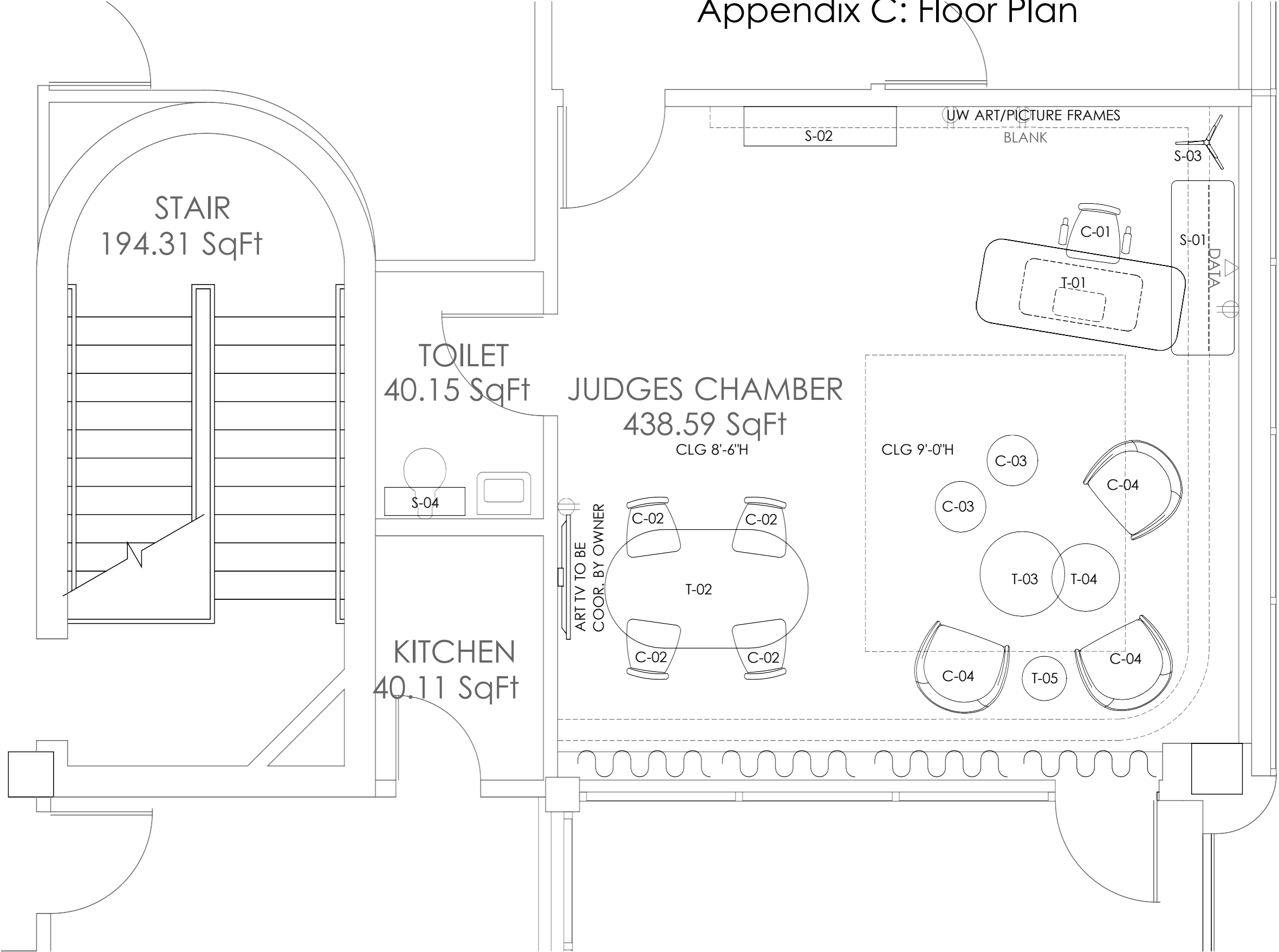
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**Phone Number:** \_\_\_\_\_

**Email Address:** \_\_\_\_\_

**UEI Number:** \_\_\_\_\_

Appendix C: Floor Plan



## Appendix D

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director		Wage Determination No.: 2015-4897 Revision No.: 27 Date Of Last Revision: 12/23/2024
Division of Wage Determinations		

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Wisconsin

Area: Wisconsin Counties of Columbia, Dane, Green, Iowa

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.75
01012 - Accounting Clerk II		21.05
01013 - Accounting Clerk III		23.54
01020 - Administrative Assistant		31.35
01035 - Court Reporter		23.05
01041 - Customer Service Representative I		17.04***
01042 - Customer Service Representative II		18.59
01043 - Customer Service Representative III		20.88
01051 - Data Entry Operator I		16.18***
01052 - Data Entry Operator II		17.65***
01060 - Dispatcher, Motor Vehicle		21.31
01070 - Document Preparation Clerk		19.46
01090 - Duplicating Machine Operator		19.46
01111 - General Clerk I		16.69***
01112 - General Clerk II		18.21
01113 - General Clerk III		20.44

01120 - Housing Referral Assistant	25.70
01141 - Messenger Courier	16.49***
01191 - Order Clerk I	17.39***
01192 - Order Clerk II	18.97
01261 - Personnel Assistant (Employment) I	18.29
01262 - Personnel Assistant (Employment) II	20.45
01263 - Personnel Assistant (Employment) III	22.80
01270 - Production Control Clerk	24.63
01290 - Rental Clerk	17.77
01300 - Scheduler, Maintenance	20.61
01311 - Secretary I	20.61
01312 - Secretary II	23.05
01313 - Secretary III	25.70
01320 - Service Order Dispatcher	19.05
01410 - Supply Technician	31.35
01420 - Survey Worker	22.36
01460 - Switchboard Operator/Receptionist	18.75
01531 - Travel Clerk I	18.55
01532 - Travel Clerk II	20.05
01533 - Travel Clerk III	21.70
01611 - Word Processor I	22.10
01612 - Word Processor II	24.82
01613 - Word Processor III	27.74
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.81
05010 - Automotive Electrician	24.88
05040 - Automotive Glass Installer	23.90
05070 - Automotive Worker	23.90
05110 - Mobile Equipment Servicer	21.76
05130 - Motor Equipment Metal Mechanic	25.65
05160 - Motor Equipment Metal Worker	23.90
05190 - Motor Vehicle Mechanic	25.65
05220 - Motor Vehicle Mechanic Helper	20.37
05250 - Motor Vehicle Upholstery Worker	22.85
05280 - Motor Vehicle Wrecker	23.90
05310 - Painter, Automotive	24.88
05340 - Radiator Repair Specialist	23.90
05370 - Tire Repairer	18.47
05400 - Transmission Repair Specialist	25.65
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.20***
07041 - Cook I	18.11
07042 - Cook II	19.90
07070 - Dishwasher	13.76***
07130 - Food Service Worker	15.01***
07210 - Meat Cutter	20.34
07260 - Waiter/Waitress	14.13***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.31
09040 - Furniture Handler	15.73***
09080 - Furniture Refinisher	22.31
09090 - Furniture Refinisher Helper	18.26
09110 - Furniture Repairer, Minor	20.48
09130 - Upholsterer	22.31
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.63***
11060 - Elevator Operator	16.05***
11090 - Gardener	23.41
11122 - Housekeeping Aide	16.50***
11150 - Janitor	16.50***
11210 - Laborer, Grounds Maintenance	18.88
11240 - Maid or Houseman	16.09***
11260 - Pruner	17.41***
11270 - Tractor Operator	21.92
11330 - Trail Maintenance Worker	18.88

11360 - Window Cleaner	17.90
12000 - Health Occupations	
12010 - Ambulance Driver	19.97
12011 - Breath Alcohol Technician	24.82
12012 - Certified Occupational Therapist Assistant	28.91
12015 - Certified Physical Therapist Assistant	29.72
12020 - Dental Assistant	22.97
12025 - Dental Hygienist	38.84
12030 - EKG Technician	37.37
12035 - Electroneurodiagnostic Technologist	37.37
12040 - Emergency Medical Technician	19.97
12071 - Licensed Practical Nurse I	22.19
12072 - Licensed Practical Nurse II	24.82
12073 - Licensed Practical Nurse III	27.67
12100 - Medical Assistant	21.46
12130 - Medical Laboratory Technician	29.40
12160 - Medical Record Clerk	23.31
12190 - Medical Record Technician	26.07
12195 - Medical Transcriptionist	22.19
12210 - Nuclear Medicine Technologist	44.10
12221 - Nursing Assistant I	14.49***
12222 - Nursing Assistant II	16.30***
12223 - Nursing Assistant III	17.79
12224 - Nursing Assistant IV	19.97
12235 - Optical Dispenser	21.96
12236 - Optical Technician	22.54
12250 - Pharmacy Technician	19.06
12280 - Phlebotomist	20.67
12305 - Radiologic Technologist	34.30
12311 - Registered Nurse I	28.10
12312 - Registered Nurse II	34.38
12313 - Registered Nurse II, Specialist	34.38
12314 - Registered Nurse III	41.59
12315 - Registered Nurse III, Anesthetist	41.59
12316 - Registered Nurse IV	49.85
12317 - Scheduler (Drug and Alcohol Testing)	30.76
12320 - Substance Abuse Treatment Counselor	28.93
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.82
13012 - Exhibits Specialist II	32.00
13013 - Exhibits Specialist III	39.13
13041 - Illustrator I	22.39
13042 - Illustrator II	27.74
13043 - Illustrator III	33.94
13047 - Librarian	35.43
13050 - Library Aide/Clerk	18.59
13054 - Library Information Technology Systems Administrator	32.00
13058 - Library Technician	16.30***
13061 - Media Specialist I	23.09
13062 - Media Specialist II	25.82
13063 - Media Specialist III	28.79
13071 - Photographer I	17.35***
13072 - Photographer II	19.41
13073 - Photographer III	24.05
13074 - Photographer IV	29.41
13075 - Photographer V	35.58
13090 - Technical Order Library Clerk	23.35
13110 - Video Teleconference Technician	23.12
14000 - Information Technology Occupations	
14041 - Computer Operator I	25.20
14042 - Computer Operator II	28.19
14043 - Computer Operator III	31.44
14044 - Computer Operator IV	34.93
14045 - Computer Operator V	38.68

14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		25.20
14160 - Personal Computer Support Technician		34.93
14170 - System Support Specialist		38.68
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.91
15020 - Aircrew Training Devices Instructor (Rated)		38.62
15030 - Air Crew Training Devices Instructor (Pilot)		46.28
15050 - Computer Based Training Specialist / Instructor		31.91
15060 - Educational Technologist		38.03
15070 - Flight Instructor (Pilot)		46.28
15080 - Graphic Artist		27.59
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.28
15086 - Maintenance Test Pilot, Rotary Wing		46.28
15088 - Non-Maintenance Test/Co-Pilot		46.28
15090 - Technical Instructor		27.77
15095 - Technical Instructor/Course Developer		33.97
15110 - Test Proctor		22.41
15120 - Tutor		22.41
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		17.58***
16030 - Counter Attendant		17.58***
16040 - Dry Cleaner		20.09
16070 - Finisher, Flatwork, Machine		17.58***
16090 - Presser, Hand		17.58***
16110 - Presser, Machine, Drycleaning		17.58***
16130 - Presser, Machine, Shirts		17.58***
16160 - Presser, Machine, Wearing Apparel, Laundry		17.58***
16190 - Sewing Machine Operator		20.92
16220 - Tailor		21.76
16250 - Washer, Machine		18.42
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.15
19040 - Tool And Die Maker		28.35
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.86
21030 - Material Coordinator		24.63
21040 - Material Expediter		24.63
21050 - Material Handling Laborer		19.23
21071 - Order Filler		17.13***
21080 - Production Line Worker (Food Processing)		21.86
21110 - Shipping Packer		20.26
21130 - Shipping/Receiving Clerk		20.26
21140 - Store Worker I		17.06***
21150 - Stock Clerk		21.82
21210 - Tools And Parts Attendant		21.86
21410 - Warehouse Specialist		21.86
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.78
23019 - Aircraft Logs and Records Technician		26.63
23021 - Aircraft Mechanic I		29.90
23022 - Aircraft Mechanic II		30.78
23023 - Aircraft Mechanic III		31.74
23040 - Aircraft Mechanic Helper		23.74
23050 - Aircraft, Painter		29.00
23060 - Aircraft Servicer		26.63
23070 - Aircraft Survival Flight Equipment Technician		29.00
23080 - Aircraft Worker		27.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		27.86



I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	29.90
II	
23110 - Appliance Mechanic	25.65
23120 - Bicycle Repairer	23.47
23125 - Cable Splicer	45.63
23130 - Carpenter, Maintenance	29.26
23140 - Carpet Layer	29.73
23160 - Electrician, Maintenance	36.98
23181 - Electronics Technician Maintenance I	28.96
23182 - Electronics Technician Maintenance II	30.15
23183 - Electronics Technician Maintenance III	31.08
23260 - Fabric Worker	29.26
23290 - Fire Alarm System Mechanic	26.68
23310 - Fire Extinguisher Repairer	27.87
23311 - Fuel Distribution System Mechanic	46.80
23312 - Fuel Distribution System Operator	37.68
23370 - General Maintenance Worker	23.73
23380 - Ground Support Equipment Mechanic	29.90
23381 - Ground Support Equipment Servicer	26.63
23382 - Ground Support Equipment Worker	27.86
23391 - Gunsmith I	27.87
23392 - Gunsmith II	30.62
23393 - Gunsmith III	32.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.76
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.64
23430 - Heavy Equipment Mechanic	31.30
23440 - Heavy Equipment Operator	36.12
23460 - Instrument Mechanic	32.85
23465 - Laboratory/Shelter Mechanic	31.87
23470 - Laborer	19.23
23510 - Locksmith	24.37
23530 - Machinery Maintenance Mechanic	29.96
23550 - Machinist, Maintenance	23.60
23580 - Maintenance Trades Helper	19.60
23591 - Metrology Technician I	32.85
23592 - Metrology Technician II	33.82
23593 - Metrology Technician III	34.88
23640 - Millwright	32.85
23710 - Office Appliance Repairer	21.78
23760 - Painter, Maintenance	25.60
23790 - Pipefitter, Maintenance	38.93
23810 - Plumber, Maintenance	37.77
23820 - Pneudraulic Systems Mechanic	32.85
23850 - Rigger	32.85
23870 - Scale Mechanic	30.62
23890 - Sheet-Metal Worker, Maintenance	34.75
23910 - Small Engine Mechanic	24.36
23931 - Telecommunications Mechanic I	31.01
23932 - Telecommunications Mechanic II	32.26
23950 - Telephone Lineman	31.70
23960 - Welder, Combination, Maintenance	24.72
23965 - Well Driller	32.85
23970 - Woodcraft Worker	32.85
23980 - Woodworker	27.87
24000 - Personal Needs Occupations	
24550 - Case Manager	22.09
24570 - Child Care Attendant	13.23***
24580 - Child Care Center Clerk	16.51***
24610 - Chore Aide	16.30***
24620 - Family Readiness And Support Services Coordinator	22.09
24630 - Homemaker	22.09

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.74
25040 - Sewage Plant Operator	29.82
25070 - Stationary Engineer	30.74
25190 - Ventilation Equipment Tender	24.41
25210 - Water Treatment Plant Operator	29.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.96
27007 - Baggage Inspector	17.32***
27008 - Corrections Officer	26.24
27010 - Court Security Officer	28.07
27030 - Detection Dog Handler	19.37
27040 - Detention Officer	26.24
27070 - Firefighter	29.23
27101 - Guard I	17.32***
27102 - Guard II	19.37
27131 - Police Officer I	34.91
27132 - Police Officer II	38.79
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.22***
28042 - Carnival Equipment Repairer	18.39
28043 - Carnival Worker	13.68***
28210 - Gate Attendant/Gate Tender	19.60
28310 - Lifeguard	13.27***
28350 - Park Attendant (Aide)	21.93
28510 - Recreation Aide/Health Facility Attendant	16.01***
28515 - Recreation Specialist	27.17
28630 - Sports Official	17.47***
28690 - Swimming Pool Operator	20.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.97
29020 - Hatch Tender	30.97
29030 - Line Handler	30.97
29041 - Stevedore I	29.57
29042 - Stevedore II	32.21
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	45.21
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.17
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.34
30021 - Archeological Technician I	19.94
30022 - Archeological Technician II	22.31
30023 - Archeological Technician III	27.64
30030 - Cartographic Technician	27.64
30040 - Civil Engineering Technician	30.55
30051 - Cryogenic Technician I	30.61
30052 - Cryogenic Technician II	33.81
30061 - Drafter/CAD Operator I	19.94
30062 - Drafter/CAD Operator II	22.31
30063 - Drafter/CAD Operator III	24.88
30064 - Drafter/CAD Operator IV	30.61
30081 - Engineering Technician I	15.79***
30082 - Engineering Technician II	17.72***
30083 - Engineering Technician III	19.82
30084 - Engineering Technician IV	24.56
30085 - Engineering Technician V	30.04
30086 - Engineering Technician VI	36.34
30090 - Environmental Technician	26.98
30095 - Evidence Control Specialist	27.64
30210 - Laboratory Technician	23.49
30221 - Latent Fingerprint Technician I	26.16
30222 - Latent Fingerprint Technician II	28.90
30240 - Mathematical Technician	28.67
30361 - Paralegal/Legal Assistant I	23.12
30362 - Paralegal/Legal Assistant II	28.66
30363 - Paralegal/Legal Assistant III	35.06

30364 - Paralegal/Legal Assistant IV	42.39
30375 - Petroleum Supply Specialist	33.81
30390 - Photo-Optics Technician	27.64
30395 - Radiation Control Technician	33.81
30461 - Technical Writer I	25.02
30462 - Technical Writer II	30.61
30463 - Technical Writer III	37.03
30491 - Unexploded Ordnance (UXO) Technician I	28.73
30492 - Unexploded Ordnance (UXO) Technician II	34.76
30493 - Unexploded Ordnance (UXO) Technician III	41.67
30494 - Unexploded (UXO) Safety Escort	28.73
30495 - Unexploded (UXO) Sweep Personnel	28.73
30501 - Weather Forecaster I	30.61
30502 - Weather Forecaster II	37.24
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 24.88
30621 - Weather Observer, Senior	(see 2) 27.64
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.76
31020 - Bus Aide	26.35
31030 - Bus Driver	34.31
31043 - Driver Courier	20.17
31260 - Parking and Lot Attendant	16.19***
31290 - Shuttle Bus Driver	17.11***
31310 - Taxi Driver	15.58***
31361 - Truckdriver, Light	21.55
31362 - Truckdriver, Medium	22.63
31363 - Truckdriver, Heavy	26.00
31364 - Truckdriver, Tractor-Trailer	26.00
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.95***
99030 - Cashier	14.37***
99050 - Desk Clerk	15.63***
99095 - Embalmer	37.77
99130 - Flight Follower	28.73
99251 - Laboratory Animal Caretaker I	17.23***
99252 - Laboratory Animal Caretaker II	18.40
99260 - Marketing Analyst	30.85
99310 - Mortician	37.77
99410 - Pest Controller	26.30
99510 - Photofinishing Worker	15.10***
99710 - Recycling Laborer	26.91
99711 - Recycling Specialist	31.24
99730 - Refuse Collector	24.82
99810 - Sales Clerk	15.08***
99820 - School Crossing Guard	19.80
99830 - Survey Party Chief	33.45
99831 - Surveying Aide	24.72
99832 - Surveying Technician	25.89
99840 - Vending Machine Attendant	18.43
99841 - Vending Machine Repairer	21.63
99842 - Vending Machine Repairer Helper	18.43

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being

enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month

HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

#### \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."